



Progress Report – Quarterly Report 21

USAID UNIVERSITY SCHOLARSHIP PROGRAM (USP)

Award Number: 268-G-00-10-0054-00

REPORTING DATE:

January 29, 2016

REPORTING PERIOD:

October 1 – December 31, 2015

Prepared by Patil Yessayan

Submitted to USAID Lebanon



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	Indicator	Target unit	Year VI (Oct 2015 to Sep 2016)						Justification
			Target Year VI	Q1	Q2	Q3	Q4	Achieved Year VI	
Standard Indicators									
1	Number of individuals from underserved and/or disadvantaged groups accessing tertiary education programs	Males	4	4					
2		Females	11	11					
3	# of USG-Supported Organizational Improvements that strengthen the institutional capacity of host-country Higher Education Institutions	Number of improvements	0	0					
3 - Scholarship Program Components									
c- Student Support									
5	# of students with overall full semester average above 85	Scholars (Aggregate)	4	-					
6	# of students with overall full semester average below 75	Scholars (Aggregate)	6	-					
7	# of USP participants who require University housing	Scholars	14	14					
8	# of scholars registered	Scholars	15	15					
9	# of student assistants providing support at the study center	Student assistants	5	5					
10	# of student support sessions offered by study center – Private	Sessions	300	7					
11	# of student support sessions offered by study	Sessions	100	29.5					



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	center - Group								
d- Leadership in Action									
12	# of monthly leadership events attended by USP Scholars including guest speakers, roundtable	Events	3	1					
13	average % attendance to the monthly leadership events above	% attendance out of total students	100	80					Absence excuses were documented
16	# of scholars registered in leadership academic class	Scholars	4	4					
20	# of scholars actively engaged in student clubs; i.e. participating in their activities and not just registered	Scholars	15	15					
21	# of scholars assuming leadership role in their student club	Scholars	3	3					
e- Career Development									
22	# of different companies/ organizations offering internship to Scholars	Companies / Organizations	3	3					Year 4 or year 5
23	# of Scholars Engaged in internships	Males	2	2					
24		Females	3	3					
25	# of career sessions offered	Sessions	1	1					
26	average % attendance to the career sessions	% female attendance out of total female students	100	100					



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27		% male attendance out of total male students	100	100					
42	# of scholars who are matched to a job by sub-grantee		5	0					
f- Graduation year-to-year									
43	# of scholars placed on probation	Scholars	0	0					
46	# of scholars in Senior year status	Scholars	15	15					
47	# of scholars who have successfully graduated from the program	Scholars	15	-					
48	# of Scholars pursuing Graduate studies post graduation	Males	3	3					
49		Females	10	11					
50	# of Scholars Finding Employment within 3-6 months after graduation	Males	12	10					
51		Females	30	25					
g- Outreach									
52	# of times USP is publicly promoted	TV, newspaper, website	15	1					



BRIEF BACKGROUND

Launched on December 13, 2011, USAID University Scholarship Program (USP) is a new undergraduate scholarship program, proposed by Haigazian University (HU) and funded by the USAID, whose objective is to offer full scholarships to 65 public school students with high financial need and with gender-balanced representation from each of Lebanon's 26 districts. USP scholars receive full-tuition awards for the duration of their undergraduate program—including funding for housing, books, and stipends. Additionally, USP scholars have the chance to reap the benefits of higher education at Haigazian University. They will also be encouraged to join student clubs and be active in student life at the University to develop their leadership and communication skills. To establish this scholarship program, Haigazian University received a grant of [redacted amount] USAID. HU will also provide cost-sharing amounting to \$607,335 in order to implement the USP program.

Project start and end dates: September 29, 2010 to February 28, 2017

MAJOR ACHIEVEMENTS DURING THIS QUARTER

- 15 students enrolled in Fall 2015-16
- USP alumni elected a new cabinet
- 72% of USP alumni have full-time jobs, 29% are pursuing graduate studies
- 57% of USP alumni are working full-time jobs, 14.5% are working and pursuing graduate studies, 14.5% are only pursuing graduate studies, 2% are working towards a teaching diploma, 2% doing internships, 8% are married and not working, 2% are unemployed applying for jobs.

PROGRESS BY ACTIVITY

I. Academic

The Fall 2015-16 semester started on September 21, 2015, during which 15 students registered. The semester will end on February 5, 2016.

a. Study Center

Five mentors were hired in Fall 2015-16 to be available for students as per need. Their contact information was made available to students by email and printed flyers in the USP office, study center and dormitory lounge.

[Redacted name of Mentors]

<u>Name</u>	<u>Majors</u>
	Finance
	Computer Science
	Biology and IS
	IS
	IS and English

b. Internships

Among the 64 USP scholars, a total of 61 have completed their internships, and 3 started them in Fall 2015-2016 and will finish them end of Spring 2015-16, prior to their graduation date.

List of internships in Annex A

Student Courses in Annex B

c. Graduate school

14 USP Alumni are currently enrolled in Master's degree programs.

[Redacted name of Mentors]



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	Last Name	First Name	Major	University
1			MS in Molecular Biology	LAU
2			MA in Psychology	Lebanese University
3			MS in Mathematics	AUB
4			MBA in Business Administration	Haigazian University
5			MA in Psychology	Haigazian University
6			MBA in Business Administration	Haigazian University
7			MA in Public Health	AUB
8			MS in Diagnostic Molecular Science	Balamand University
9			MS in Diagnostic Molecular Science	Balamand University
10			MS in Computer Science and Technology	University of Sydney
11			MD in Medicine	AUB
12			MS in Mathematics	Balamand University
13			MS in Physics	AUB
14			MS in Energy Studies	AUB

d. Testimonial

My internship at Trad Hospital allowed me to explore new horizons in the field. I have always dreamt of being a medical doctor, and this is considered as my first step in the hospital. As a result of my internship experience, I don't limit myself to teaching biology, but rather look for various opportunities in the work field.

[Redacted name of scholar], 21, Baalbeck

II. Career

a. Cover Letter Writing

The USP office is focusing on increasing employability of its graduates-to-be. As such, on Saturday November 16, 2015, 15 USP scholars, who are all seniors, gathered in the Media Center of Haigazian University to be trained on Cover Letter writing. The training was administered by [Redacted name of trainer], a communication specialist from Amideast Lebanon.

The presentation included a general introduction of cover letters, their format, content, and importance in getting shortlisted for a job. After the explanation of the material, the trainer gave out three examples of cover letters to the attendees and highlighted the “Dos and Don’ts”. At the end of the session each USP scholars was asked to write his/her own cover letter for a real vacancy posted online, and send them to the USP office. The trainer from Amideast also replied to individual questions and inquiries of the attendees.

All scholars were asked to prepare cover letters for specific job vacancies and submit them to the USP office.

b. Job hunting and employability

As a result of [Redacted name of job matching platform] ineffectiveness in finding jobs for the USP alumni, the USP office generated a new method of spreading job opportunities via the closed Facebook group. Moreover, not only were scholars encouraged to share job opportunities with one another, but they also were introduced to Daleel Madani’s online job search engine. To take things one step forward, the USP office had a meeting with the newly assigned job placement officer of Haigazian University, [Redacted name of officer], to make sure all our alumni are included in the email list of the recipients of job vacancies. Preliminary talks have started regarding a mini job fair on campus.

c. Employment of current students

Two USP scholars who will graduate in Fall 2015-16 are already recruited:

- [Redacted name of scholar]: Administrative Assistant, Continuing Education Center at Haigazian University
- [Redacted name of scholar]: Database Assistant, ACTED

Testimonials

I was worried about my post-graduation situation. What will I do? Where will I go? Fortunately for me, I was hired by my own university, and now am a full time administrative staff at HU's



Center for Continuing Education. Although it is a field very different from my major, but I look forward to enjoying this new experience as part of the big HU family.

[Redacted name of scholar], 22, Zahle

Having a good CV is not enough to get the job. You need a good written cover letter that interests the employer and let him call you for an interview. The cover letter was very helpful in providing us with the techniques and ways to write an outstanding cover letter. It provided us with the outline along with the content that should be customized according to the position we are applying to. I would definitely recommend this session for all fresh-graduates to let their job applications out-stand other applicants.

[Redacted name of scholar], 22, Chouf

Feedback and evaluation in Annex C



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III. Leadership

a. University Events

- On Friday 20th of November, Haigazian University took the streets of Hamra with its fun zone tents full of games, music, dance, competition and prizes. Given that November is internationally recognized as Diabetes Awareness month, the HU Student Life Office partnered with [Redacted name of NGO], the National Diabetes Organization, organized the event “Lights on Hamra”. The main objective of the event was a shout out for diabetes awareness, and as such 300 by-passers received free diabetes tests.

Nevertheless, the event, which is a first of its kind for the university, also aimed to market itself and promote its student life. As such, all segments of the HU network, including USP scholars, were enrolled in the preparation of the event. A committee of 8 members, one of whom is USP scholar [Redacted name of scholar], was established to plan the event. They were assisted with task force composed of another 12 students, 3 of them being USP scholars, to help execute the event. According to [Redacted name], the Student Activities Coordinator at HU, the event was more than an awareness campaign or outdoor event; it was also a chance for the closely chosen students to implement their knowledge of project management and leadership skills in real life practice.”

Up until midnight, the HU Music and Dance clubs presented a bouquet of international songs and dances. As for USP scholars, [Redacted name of scholar] from Akkar and [Redacted name of scholar] from Nabatieh, handled the games section. As for [Redacted name of scholar] from Bekaa, she captured each moment with her camera. The five-hour event targeted Hamra street passengers of all ages, whether they were interested in the cause, or the cultural aspect of the night, or the food & games sections. Countless number of people passed by, took part or simply watched the dances or heard the performances from across the street. The event was also another opportunity for at least 10 USP alumni members to gather and support their alma mater and previous HU colleagues to put the Lights on Hamra.

- On December 27, 2015 the Golden Christmas tree of Byblos sparkled even more with Haigazian’s Christmas performance. The social, dance and music clubs combined their efforts and presented an exceptional show to the public. The social club members entertained the kids with fun face paintings and Christmas songs karaoke. The dance and music clubs performed with a 50-minute-show which included Armenian, contemporary and hip-hop dance as well as Christmas carols in several languages. The event which was attended by hundreds was a student-led, student production in which a few USP scholars and alumni had a participatory role. This includes [Redacted name of scholars]

b. Monthly leadership session

USP Alumni Share Their Experience

On Thursday November 19, 2015, USP scholars and Alumni gathered in Haigazian University to share experiences and learn from one another. The USP office at Haigazian had organized a panel where five USP scholars, [Redacted name of scholars] were invited to talk about their post-graduation experience in graduate education or employability. For the latter, the alumni spoke about the number of interviews they went through, the journey of finding the most suitable job, and the opportunities in the market. As for the graduate education, they focused on different scholarships and types of financial aid that scholars can apply for to continue their master's degrees. The attendees (USP scholars and alumni) were very much interested in the useful information provided to them, and a lot of questions were raised to the panelists. As all gatherings with USP alumni, the event had an emotional moment as memories in the dorms and university were revived. With such events, the attachment of USP scholars to the USP program, Haigazian University and the USP family is always kept alive and is often taking a form of helping one another in reaching their aims.

Testimonials

It was inspiring to see my former colleagues at HU sharing their experience. I look forward to finish university and pursue my graduate studies and start my career.

[Redacted name of scholar], 22, Tripoli

Photos in Annex D

Feedback and evaluation in Annex E

IV. Dormitory

The dormitory was at a transitional period during the summer semester. On an administrative level the Student Life Office is also following up on the dorms.

For Fall 2015-16, the dormitory hosted 14 USP scholars and 19 other residents.

October 1-2015: Orientation session

On the day of the orientation, all students gathered in the lobby, introduced themselves to other dormitory residents. We discussed the rules and regulations of the dormitory, ways to enjoy and benefit from dormitory life, the roles of the student monitors and what to do in cases of emergency. Moreover, the old students who are mainly USP scholars gave their feedback on dormitory life and suggestions on how to improve certain areas. Afterwards, we enjoyed a good night chat with cake and coffee.

Tuesday October 27, 2015: Barbecue dinner

After student monitors met during the first 2 weeks of October, they decided on the monthly activity and a barbecue dinner was planned. This way, old and new students can spend time together and get to know each other more in a cozy atmosphere. The dinner took place on October 27th at 7.30 pm in Haigazian Auditorium. 30 students were there (13 USP) along with the USP HU staff members. After the dinner, there was some dancing and music and everyone had a great night.

Wednesday November 18, 2015: Movie Night

15 students (6 USP) gathered in the dormitory lounge and watched the movie “Gone Girl” with popcorn and hot chocolate.

Thursday December 3, 2015: Christmas tree Decoration

20 students (10 USP) helped setting the Christmas tree and decorating the dormitory on Thursday December 3, 2015. Following that, students gathered to participate in our annual “secret Santa” activity, where each student picks a name of another resident whom he should secretly send gifts and notes during the month of December until our Christmas dinner where he/she reveals his/her identity.

Monday December 21, 2015: Christmas Gathering

25 students (10 USP) enjoyed a very nice Christmas gathering on December 21, 2015. Ten of these students were responsible for preparing the refreshments and some fun games. Students gathered in the dormitory lounge, enjoyed some refreshments and some fun Christmas games. Following that, they shared their Christmas gifts which were all placed under the tree and the secret Santa’s revealed their identities. Afterwards, they sang and danced and had some fun before the vacation.



Testimonials

My life at the dormitory was an amazing experience where I have learned how to be responsible and how to deal with people from different cultures and backgrounds. Actually, the dormitory life gave me the opportunity to have a new family that always draws a smile on my face. It was like an adventure full of ups and downs, but being with people who love you the way you are and not because of your religion, mentality or politics was always the solution to overcome life obstacles.

[Redacted name of scholar], 23, Nabatieh



V. Outreach

As part of its outreach strategy, the USP office issued a magazine entitled “Doors to Success: The USP Story”. The magazine was a result of the efforts of both USP staff and scholars gathered years of activities, workshops and memories in a few colorful pages. The magazine included opening words from the president of Haigazian University as well as the Program Manager of the USAID USP at HU.

After giving a general introduction of the program, the magazine told the USP journey from academia to leadership, career guidance, athletics, student clubs, dormitory reaching to commencement and alumni. Five hundred copies of the HU USP magazine were distributed to the HU scholars, alumni, faculty and staff.

Clippings in Annex F

VI. Alumni

a. Updates on Alumni

So far 49 out of 64 USP scholars have graduated.

Alumni updates in Annex G

b. Alumni Chapter

After receiving [Redacted name of scholar] resignation from the USP Alumni chapter, the USP office appointed [Redacted name of scholar] in his place.

The cabinet of HU USP alumni chapter convened 3 times and all minutes of meetings were sent to the USP office. A meeting and a gathered are scheduled for early February 2016.

c. Success stories

[Redacted name of scholar], a Haigazian USP graduate, now a regional recruiter at Teach For Lebanon, is still very much attached to her USP belonging. She notified the office at Haigazian that she has now officially marked USP scholars as a target group for TFL fellows. As such, she is now in correspondence with USP programs in LAU and AUB, and is conducting presentations for USP scholars in both universities to tell them more about the TFL fellowship and invite them to apply. Through her efforts, a more thorough focus is now set on USP scholars, on a national level, to become fellows at TFL. That is, a good percentage of USP scholars will have a high probability of finding jobs directly upon graduation by becoming fellow teachers with a 1,000\$ salary and the possibility of receiving a scholarship for masters. With the efforts of Haigazian USP alumni, not only will the employability rate of USP scholars increase, but also the functions of USP implementing partners will be facilitated with a newly gained sustainable partner.



VII. PLANNED ACTIVITIES FOR THE NEXT QUARTER

a. Academic

- Spring 2015-16 semester will start on February 15, 2016 and will end on June 15, 2016.
- 6 scholars will graduate in Fall 2015-16 and 9 will graduate in Spring 2015-16.

b. Leadership training

- 1 workshop and one leadership session will be held.

c. Career sessions

- 1 session will be held.

d. Dormitory

- Monthly dormitory activities will take place.

e. Alumni

- The USP Alumni Cabinet will continue having meetings and organizing gatherings.

f. Outreach

The following activities and news will be promoted:

- Workshops and leadership sessions of the semester
- Graduation of the new cohort

Annex A Internship

[Redacted List]

PAnnex B: Student Courses

[Redacted Name and ID of scholars]

ID	Name	Major	Course #
		Computer Science-BS	REL 0215
		Computer Science-BS	IST 0205
		Computer Science-BS	CSC 0271
		Computer Science-BS	CSC 0289
		Bus. Adm. Emph. Finance-BBA	FIN 0227
		Bus. Adm. Emph. Finance-BBA	BAD 0271
		Bus. Adm. Emph. Finance-BBA	BAD 0200
		Bus. Adm. Emph. Finance-BBA	FIN 0228
		Bus. Adm. Emph. Finance-BBA	HOM 0200
		Med. Lab Sciences-BS	MLS 0226
		Med. Lab Sciences-BS	MLS 0226L
		Med. Lab Sciences-BS	MLS 0230
		Med. Lab Sciences-BS	MLS 0230L
		Med. Lab Sciences-BS	MLS 0221L
		Med. Lab Sciences-BS	IST 0205
		Med. Lab Sciences-BS	MLS 0221
		Med. Lab Sciences-BS	MLS 0240
		Med. Lab Sciences-BS	MLS 0299
		Bus. Adm. Emph. Finance-BBA	ECO 0216
		Bus. Adm. Emph. Finance-BBA	FIN 0227

		Bus. Adm. Emph. Finance-BBA	IST 0205
		Bus. Adm. Emph. Finance-BBA	REL 0215
		Bus. Adm. Emph. Finance-BBA	ENG 0248
		Med. Lab Sciences-BS	MLS 0230L
		Med. Lab Sciences-BS	MLS 0230
		Med. Lab Sciences-BS	IST 0205
		Med. Lab Sciences-BS	MLS 0299
		Med. Lab Sciences-BS	MLS 0240
		Med. Lab Sciences-BS	MLS 0226L
		Med. Lab Sciences-BS	MLS 0226
		Psychology-BA	PSY 0204
		Psychology-BA	PSY 0237
		Psychology-BA	BAD 0200
		Biology-BS	MLS 0226L
		Biology-BS	MLS 0226
		Biology-BS	BIO 0293
		Bus. Adm. Emph. Finance-BBA	LST 0261
		Bus. Adm. Emph. Finance-BBA	FIN 0228
		Bus. Adm. Emph. Finance-BBA	ECO 0216
		Bus. Adm. Emph. Finance-BBA	FIN 0227
		Computer Science-BS	CSC 0289
		Computer Science-BS	IST 0205
		Computer Science-BS	REL 0215
		Computer Science-BS	CSC 0271

		Med. Lab Sciences-BS	MLS 0299
		Med. Lab Sciences-BS	MLS 0240
		Med. Lab Sciences-BS	MLS 0230L
		Med. Lab Sciences-BS	MLS 0230
		Med. Lab Sciences-BS	MLS 0226L
		Med. Lab Sciences-BS	MLS 0226
		Med. Lab Sciences-BS	IST 0205
		Med. Lab Sciences-BS	REL 0215
		Med. Lab Sciences-BS	MLS 0299
		Med. Lab Sciences-BS	MLS 0226
		Med. Lab Sciences-BS	MLS 0226L
		Med. Lab Sciences-BS	IST 0205
		Bus. Adm. Emph. Finance-BBA	BAD 0271
		Bus. Adm. Emph. Finance-BBA	ENG 0248
		Bus. Adm. Emph. Finance-BBA	REL 0217
		Bus. Adm. Emph. Finance-BBA	BAD 0200
		Bus. Adm. Emph. Finance-BBA	ECO 0216
		Bus. Adm. Emph. Manag Inf Syst- BBA	ACC 0213
		Bus. Adm. Emph. Manag Inf Syst- BBA	BAD 0295E
		Bus. Adm. Emph. Manag Inf Syst- BBA	IST 0205
		Bus. Adm. Emph. Manag Inf Syst- BBA	REL 0217
		Bus. Adm. Emph. Finance-BBA	FIN 0228
		Bus. Adm. Emph. Finance-BBA	FIN 0227
		Bus. Adm. Emph. Finance-BBA	BAD 0271



		Bus. Adm. Emph. Finance-BBA	BAD 0200
		Bus. Adm. Emph. Finance-BBA	HOM 0200
		Bus. Adm. Emph. Finance-BBA	HOM 0200
		Bus. Adm. Emph. Finance-BBA	FIN 0227
		Bus. Adm. Emph. Finance-BBA	IST 0205
		Bus. Adm. Emph. Finance-BBA	ENG 0248



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Annex C: Feedback and evaluation of career session on “Mastering your Cover Letter”

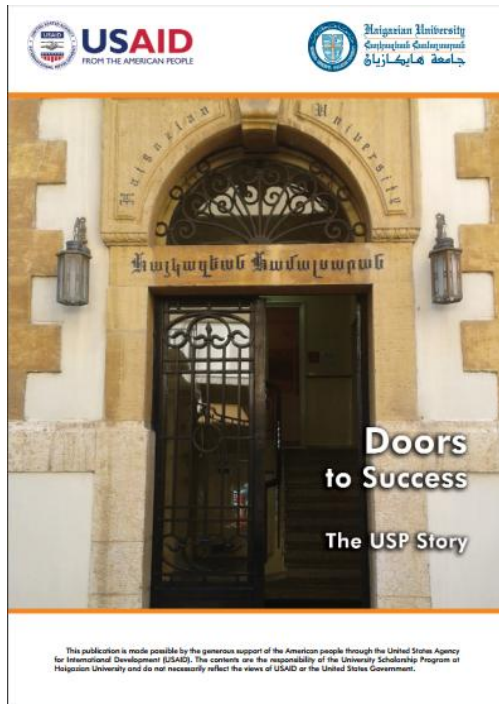
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
The session was useful	8	5	2	0	0
I will be able to use the knowledge I learned	8	7	0	0	0
I learnt information about different fields of work	2	7	6	0	0
The venue of the session was adequate	6	8	2	0	0
The duration of the session was adequate	5	9	1	0	0
	<i>Excellent</i>	<i>Good</i>	<i>Average</i>	<i>Poor</i>	<i>Very poor</i>
How do you rate the session overall?	7	6	2	0	0
Other comments					
1- It was really helpful					
2- She was very able to deliver the information clearly					

Annex D: Photos of leadership session



Annex E: Photos of leadership session

		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	This session was useful	3	8	1		
2	I will be able to use the knowledge learned	3	8	1		
3	I learnt information about different fields of work	2	8	2		
4	The venue of the session was adequate	2	10			
5	The duration of the session was adequate	2	9	1		
How do you rate the session in general?		Excellent	Good	Average	Poor	Very poor
		3	8	1		



LEADERSHIP

The USP program at Haigazian has two parts: 1) academics and 2) enrichment activities that include leadership development and career preparation. The leadership segment of the program teaches students leadership skills and instills a sense of responsibility, creativity and entrepreneurship. For that purpose, scholars undergo intensive training by several consulting/training institutions.

"Being a USP scholar and taking part in the social entrepreneurship project gave me skills to talk to people, to hold meetings, and to make a change. As such, I am interested in helping my local community through strengthening its civil society and municipality." - Sara Hatoun, 22, Baabda

"Since I enrolled in this program, I have possessed a greater appreciation of civil society and devotion to community work and volunteerism. I learned to bond with others on such basis. On a personal level, I am integrating with groups of peers with different mentalities and backgrounds." - Mohammad Mousa, 22, Beirut



MESSAGE FROM THE PROGRAM MANAGER

After four years of academic excellence, leadership training, and professional development, the second and biggest cohort of USP scholars walked the aisle during the 55th commencement ceremony of Haigazian University, which also coincided with the 60th anniversary of the establishment of the institution.

During the past four years, every scholar was required to fulfill an internship at a reputable establishment and give back to society through community service. Moreover, the students received intensive career guidance and acquired other skills needed for better career prospects during the career preparation workshops. As such, USP opened doors for its students - doors to success.

The majority of USP students have achievements on and off campus. They involve themselves in many different student clubs and events. Many of them are leaders in these clubs and in their communities. With this publication, we are sharing the success stories of our students, the leaders of tomorrow.

Enjoy the read!

Patil Vessayan
USAID USP Program Manager



4

DORM LIFE

For USP scholars, Haigazian is home, literally! They have the opportunity to live on campus in the dorms next door. Not only do they share a house together, but also lifelong memories. The dorms also serve as a space for social activities, games and bonding.

"Living at the dorms was a challenging as well as an interesting experience. At the beginning, I had lots of worries about how I was going to leave home and live in a strange new place. But, once I got into the dorms, I felt so lucky to be able to live with such nice people and experience such diversity. Day after day, my personality has progressed, I learned more how to accept others' differences and use these differences to learn more about other cultures, traditions, and backgrounds. Most importantly, I learned true tolerance and acceptance. Living at the dorms is really unforgettable. We studied, played, argued, and laughed all together. Our dormitory is an example of one big family that supports each other, no matter what." - Sarah Sabbah, 21, Nabatieh



13



Annex G: USP alumni updates

[Redacted List]

Sixth Year Work Plan

Haigazian University, University Scholarship Program (USP), Award Number: 268-G-00-10-0054-00, October 1, 2015 to September 30, 2016

			Q1			Q2			Q3			Q4		
Activities	Outputs	Status	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Jul-16	Aug-16	Sep-16
	Key Calendar Landmarks				Christmas Dec 24- Jan 7	Spring registration (Jan11-15)	Final exams: Jan 27- Feb 5			Easter (29Apr-2May)	End of semester: June 1, Last day of exams: June 15			
						Fall semester ends: Jan 22	Classes begin Feb 15	Easter (Mar25-28)			Commencement: June 24			
Objective 1: To ensure that scholarship recipients remain on track for graduation through academic advising support														
Students will be provided with academic advisement	Conducting an overall review of each student’s progress at the end of each semester, after which the student will be advised about the best course to follow													
Students will attend the Study Center	Student mentors will be hired to work at the study center		x											
	Student mentors will be available to offer private sessions as per request or need		X	x	x									
Establishing further training needs and coordinating training	A suggestion sheet will be provided for students to suggest sessions needed for their coursework or personal development	Monitoring and needs assess ment	X											



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Students will be assigned to housing	A maximum of 15 USP students will be assigned to a room in the university dormitory every semester		X																
Objective 2: To ensure that University Scholarship Program (USP) students develop their leadership skills.																			
Students will be provided with leadership and service learning	Students will engage in monthly roundtable discussions		X																
	A workshop will be given to students																		
	Students will take academic class on leadership		X	x	x														
Student life activities	Each student will register to at least one student club at the beginning of each full semester		X																
	Each student will help organize events, and participate in events.		X	x	x														
	Some students will run for student clubs elections		X																
Objective 3: To ensure that University Scholarship Program (USP) students are given opportunities for career development																			
USP students will be provided with career development opportunities	A group of students will identify internship opportunities		X																
	A group of students will engage in actual internships		X	x	x														
	Session on career				x														
	Students are matched to job through 'Effective Digital Hunting'																		
Objective 4: To reach out to the media promoting the program																			



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	training on career (in English)													
	Send project material related to leadership sessions (in English)					X								